



RECORD

National Tooling & Machining Association



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The editorial content of the NTMA Record does not necessarily reflect the opinion of the National Tooling & Machining Association or its Chapter affiliates.

Chairman's Corner

Grady Cope, NTMA Chairman of the Board



The unknown and sometimes unused benefits of being an NTMA member are numerous. Many times we are so caught up in our day-to-day issues that we forget to use the one resource we have already paid for, NTMA. The number one reason the association exists is to serve its members, however it can only provide those services if you're willing to ask for them and then use them.

I'm always being asked what the benefits of being an NTMA member are. Like many of you I respond with the usual: it provides a forum for networking at a local level and national level. NTMA performs legislative advocacy, helps define a national manufacturing policy, and provides public relations on our members and industry. Some people are involved because of the education and technical resources. Of course, many people are involved at the chapter level and never realize the true potential that their membership offers at the national level.

Did you know that NTMA offers property, liability, and workers comp insurance? In fact your current broker maybe able to quote it! Are you participating in all of the discount programs? NTMA has agreements with Grainger, Staples, UPS, FedEx, and YRC Freight to name a few. More agreements are being put together all of the time. Please check the web site www.ntma.org for a complete listing and while you are on the site, spend some time looking at all of the valuable information that is posted there.

While visiting the website you will see a link to the Energy Buyers Program for Electricity & Natural Gas: This service negotiates competitive electric rates from suppliers and negotiates and secures lower natural gas rates for participants. The service provider for this service is APPI. Under the resources menu, you will find a link to HR-Enviro-Safety, if you follow that link it will take you to the BLR websites that NTMA subscribes to. Each website has information, training, PowerPoint presentations, and news on HR

(Human Resources), Environmental, and Safety. These websites provide invaluable information that would cost thousands of dollars without your NTMA membership. Did you realize that your membership also provides you with access to a HR attorney? A limited amount of time is prepaid on your behalf by NTMA. Let NTMA help you with your company's personnel policy, we can help make sure you are not out of compliance.

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The website also has the Business Management Advisories; these are meant to answer generic business questions for companies in the U.S. Precision Manufacturing Industry.

Are you needing to outsource work or do you have some capacity available, check our Members First module on the NTMA website. This free product allows you to find the perfect partner to work with. Why not work with people that have the same ethics and values as you. This is one of those out of sight out of mind products we all need to take the time to utilize. A single partnership can provide you with enough value to pay for your membership for many years to come.

If you need to find new customers and you have never attended a NTMA Purchasing Fair, you're missing out. The purchasing fairs are well attended for a reason. Every year our members find new work and customers while attending the fair. If you want to grow your business and be able to make 20 sales calls in one day, this is the place to be. This can be the highest value sales call you will make all year!

If you need help or advice on just about any subject, you need to join the NTMA Discussion Forum on LinkedIn. There are many NTMA members participating and exchanging ideas daily on this forum. The one thing you can say about our members is we are always willing to share and help each other. I don't know how you put a value on that.

Have you ever participated in the Wage and Benefits Survey or the Operational Cost and Executive Compensation Survey? This is the perfect benchmarking tool. These surveys allow you to anonymously compare yourself to other member companies. In addition, these surveys allow you to see your year over year results. This is the kind of informa-

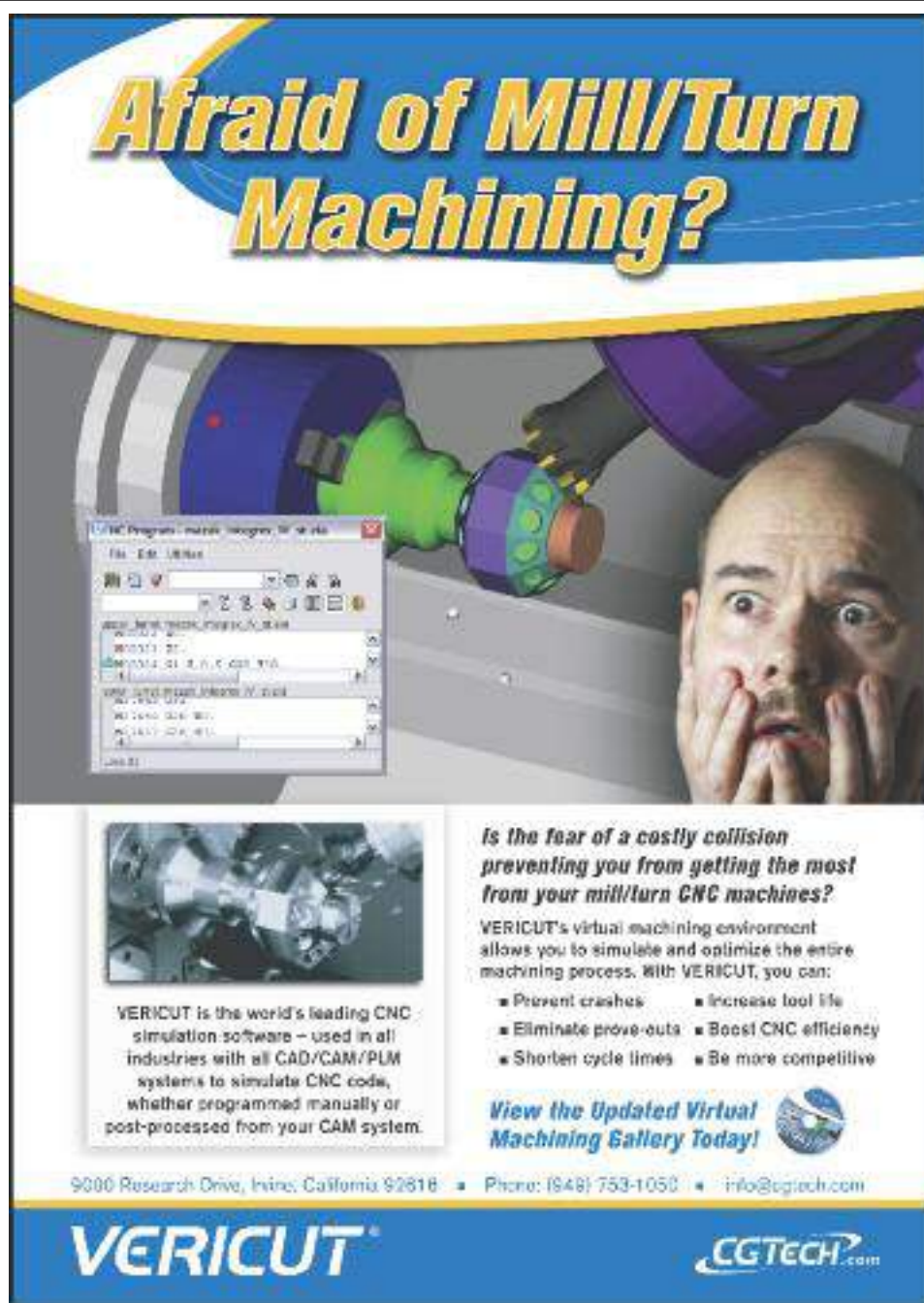
tion; you can share with your banker, to prove how well your company is performing. This information allows you to stay competitive when it comes to wages and benefits.

These are but a few of the benefits to being a member of the association. I think we all realize that the biggest benefit we have in the NTMA, is each other. To get the most out of the NTMA it is important that you participate and

ask for help when you need it. Remember NTMA is here to help and serve its members.



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Reducing Electricity Supply Costs

A Great NTMA Member Benefit for You

By Kathy Kiernan

This article provides information on electricity procurement and some ways to reduce and manage energy use, simple ways to save some green. For companies that have operations in DC, DE, IL, MA, MD, NJ, NY, OH, PA, and TX electricity deregulation is active. Electricity Deregulation means that you no longer have to buy your electricity supply from the local utility, you now have a choice as to who you buy your supply from. Electricity procurement can save you money as long as you can procure your electricity supply at a lower price than the utility tariff rate. Now is a great time to lock into a low fixed price contract with a competitive supplier. Steps to take for successful electricity procurement are discussed.

Energy Procurement

The good news is that there is an opportunity to reduce and manage electricity supply costs by utilizing competitive supply. In order to create budget certainty and reduce costs, you may choose a competitive supplier to provide electricity at prices below utility tariff rates. Many businesses use a consultant to receive objective advice and ensure that all questions are answered and all information is accurate. To truly under-

stand all that is included in the terms and conditions of an electricity supply contract and to be sure you are getting an "apples to apples" comparison extensive knowledge in the electricity industry is paramount.

If you elect to compete in the electricity market on your own, the following checklist outlines the steps necessary for a successful electricity procurement process.

1. Obtain and analyze your electricity account data and applicable tariffs.
2. Determine the suppliers that are reliable and that are providing truly competitive pricing for accounts like yours.
3. Prepare and submit a Request for Pricing to several suppliers.
4. Determine favorable market timing.
5. Negotiate price, terms, and conditions for each energy contract with each supplier.
6. Review the supplier responses (offers).
7. Process the supplier agreement selected.
8. Gather market intelligence throughout the process.
9. Monitor the performance of the

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NTMA Customer Value Proposition

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"Your return on investment is immediate as you leverage the vast knowledge that resides within the Association and apply it to your business."

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new supplier.

10. Track market developments and monitor suppliers for the next (renewal) supply agreement.

Businesses that choose not to or cannot perform these steps can utilize a consultant, such as APPI Energy, the endorsed consultants of NTMA. APPI Energy will lead this process for you at no upfront cost to you. This is a valuable member benefit and we encourage you to take advantage of it. Keep in mind, that electricity supplier's primary objective is to lock you in a contract for as long a period as possible, at a price that benefits the supplier. A con-

sultant can position your business to compete effectively with the suppliers. Suppliers will decrease their margin when forced to do so to compete for your business. A NY member recently reported that their estimated monthly savings is about \$2000/month by utilizing the APPI services to negotiate their electrical contract services.

Summary

Procuring electricity at a fixed price will provide your business budget certainty and reduce your expenses. By reducing and managing energy costs you will be

more competitive, environmentally sensitive, and provide a better business environment for your employees and customers. The positive effect this process has on your business's profit can be dramatic.

NTMA

Kathy Kiernan is senior vice president for Affiliated Power Purchasers International LLC (APPI Energy), an independent utility consulting firm that helps businesses reduce and manage energy expenses. She can be reached at kkiernan@appienergy.com or 1-800-520-6685. View more at www.appienergy.com.

AWT-Robo Bot Competition

It might be compared to watching heightened human emotions that were witnessed in the Roman Coliseum, but without the empathy of human combat. I can only report that whenever one robot knocked parts off of the other Robo Bot, the crowd roared. As each contest would start, the robots would try to out-maneuver for position, and then close in for the kill on each other to

begin ripping steel. If a Robo Bot was knocked arena high into pieces, the crowd loved it all the more.

The AWT-Robo Bot competition was held at Lakeland Community College just outside of Cleveland, Ohio. Each of



Roger Sustar, President of Fredon Corporation, and the AWT-Robo Bot champions, Lake Catholic Steel Raptors.



Ken McCreight, Vice President of Education and Workforce Development, reviews engineering concepts with team Rampage as he judges design and construction.

the sessions

held the audience in their seats, with the college gymnasium stands completely full. The ten-sided arena was designed and built by Fredon Corporation for their own Alliance for Working Together Association Robo Bot Program that is headed up by Roger Sustar, President of Fredon Corporation. This arena is built so well that the

NTMA-NRL has requested to borrow it for their future events.

The wide range of Robo Bot designs and capabilities are just too numerous to mention. Some of them are simply a low box with wheels and a wedge but the majority have a wide variety of weapons from engine driven shredders made from high speed heat treated tool steels to mechanical tungsten whirly propellers. Some have great names like "Riverside

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Roger Sustar, President of Fredon Corporation, with his team Riverside Rampage.



The champions, Steel Raptors.

Rampage”, “Lake Catholic Steel Raptors” and “Mentor Piston Pounders” while others are more for laughs like “Aluminum Falcons”, “Omni-Bot” and “StingRay.” Some robots are strictly designed to destroy their opponent like the viciously effective Steel Raptor with a cutting weapon and a very powerful motor to drive the deathly blow to its steel opponent. Others were designed for crowd appeal and their design was mightier than their bite.

However, the most valuable lesson of the day was that each of these teams was a champion. Each team displayed amazing teamwork, creativity, skill sets in manufacturing that were learned to successfully build their Robo Bot and great sportsmanship, topped-off by working closely with area manufacturers who sponsored each team.

The final results were, 1st place; Steel Raptors (Lake Catholic HS/Astro Mfg), 2nd place; Riverside Rampage (Riverside HS/Fredon) and 3rd place; Piston Pounders (Mentor HS/Wiseco).

Congratulations go out to the many people who were there working behind the scenes to help make this event one of the best organized that I have ever witnessed.

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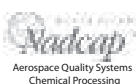
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Protecting NTMA Members Against Tax "Reform"

With the debt ceiling exceeded in May, Congress is in for a summer marked by intense negotiations. Republicans are insisting on trillions of dollars in cuts in return for agreeing to raise the debt limit while Democrats and the Obama Administration are calling for a combination of tax increases and cuts in government programs and warning of economic catastrophe should the ceiling not be raised.

Both sides agree that corporate tax reform is a key component in any long term solution to get the U.S. Government's fiscal house in order. The One Voice team is working in Washington to ensure that reform would include the issue of S-Corporations. A significant number of NTMA members' companies are organized as S-Corporations.

S-Corporations permit companies to have the limited liability protection of a corporation – they are permitted to deploy corporate business expense deductions for determining taxable income. Taxable income of S-Corporations then flow-thru directly to the designated business owners where they are taxed at the individual owner's effective personal tax rate. A significant benefit of this is that the individual owner has access to this income. In contrast, if the business were structured as a C-Corporation, it would also deploy corporate business expense deductions for determining taxable income, and this taxable income would be taxed at corporate tax rates. However, the individual business owner would not have access to those earnings unless a dividend is declared, and individuals are taxed on dividends. Therefore, the business income is taxed twice.

S-Corporations provide a tax efficient way for individuals to own a business. The One Voice team is working to ensure that effort to lower or simplify C-Corporation taxes as part of corporate tax reform will not result in additional financial burdens being placed on S-Corporations. Any efforts to lower and simplify the corporate tax scheme will be met with challenges to keep any changes "revenue neutral." This could mean that any lowering of corporate tax rates could be accompanied by elimination and/or reduction of certain business expense deductions and credits. This would have the effect of substantially increasing the taxable income from individuals who formed their businesses as S-Corporations – a potentially huge tax increase to those individuals.

While there is sympathy for sparing small manufacturing

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from additional tax burdens, the issue is also tied in with the way hedge funds use S-Corporations. There will likely be attempts at a broad based reform that may radically change S-Corporations as we know them.

The One Voice Team has joined the S-CORP.ORG, an ad hoc coalition dedicated to protecting the interests in Washington, D.C. of small and medium-sized businesses, and will continue to keep you updated on this important issue.

One Voice is also active on the important issue of the skilled worker shortage currently being experienced by manufacturers. The One Voice Team and NTMA members are meeting with Members of Congress and Administration officials to bring attention to this issue and address the bias that many high schools career centers have toward guiding students to manufacturing careers. In May, the *Wall Street Journal* published a front page story focusing on NTMA member Hamill Manufacturing Inc. and its CEO Jeff Kelly. The NTMA-founded National Robotics League is attracting national attention, with a feature story on the national championship airing recently on National Public Radio.

Manufacturers can make a difference in Washington, but



only if they participate in the process. We encourage you to participate in One Voice government relations activities and/or support these activities. NTMA members can give unlimited corporate or individual contributions to the NTMA Government Affairs Administrative Fund which supports the work done on behalf of NTMA by The Franklin Partnership and Bracewell & Giuliani LLP. Additionally, NTMA members can make limited personal donations to the Committee for a Sound Economy (CFASE) PAC which supports pro-manufacturing Congressional candidates. Also, please consider participating in the 2012 Legislative Conference and other Government Affairs activities.

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NCDMM Summit 2011 Highlights

The NCDMM recently hosted Summit 2011, its premier annual event, which promoted interaction and collaboration by bringing together NCDMM Alliance

Partners, manufacturers, and DoD prime and tiered suppliers. The event was held at the Four Points by Sheraton in Greensburg, Pennsylvania and provided opportu-

nities to network, display technologies, and listen to dynamic presentations.

Reaching capacity again, Summit 2011 was attended by nearly 200 attendees from 130 companies traveling from 26 states. Throughout the day, 40 tabletop exhibits with the latest technologies were on display by Alliance Partners, Manu-



*LJ Rhoades
Award –
The Eagle*

facturing Consortium members, OEMs, associates and vendors.

The morning session included presentations from Mark Gordon, Director of Defense Programs at National Center for Advanced Technologies; Steve Linder, Director of Manufacturing Technology with the Office of the Deputy Assistant Secretary of Defense, Manufacturing and Industrial Base Policy; and Andy Davis, Program Manager for Manufacturing Technology with the U.S. Army Research Development &

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From left to right: Ralph Resnick, NCDMM; Tom Jonas, DSM Machinery-Haas Factory Outlet; Gary Fleegle, NCDMM; and Randy Gilmore, NCDMM



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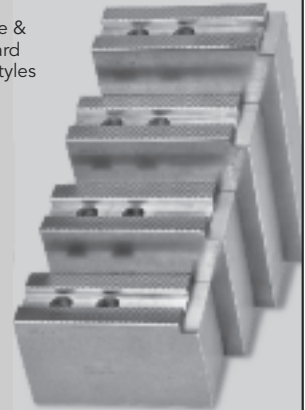
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Networking at lunch.

Engineering Command.

Also during the morning session, the NCDMM awarded their prestigious Lawrence J. Rhoades Award to Haas Automation Inc., in recognition of their outstanding contributions to the NCDMM and U.S. Defense Manufacturing. Tom Jonas, President of DSM Machinery-Haas Factory Outlet was present to accept the award on behalf of Haas Automation Inc.

The afternoon boasted four separate tracks offering a variety of presentations. Track one focused on Manufacturing Technology Needs with presentations given by representatives of GE Aviation, U.S. Army ARDEC-Benet Labs, and the Naval Undersea Warfare Center. Track two covered Supply Chain topics with presentations by NCDMM, U.S. Army-ARDEC, and Catalyst Connection. Track three presentations covered Emerging Manufacturing Technology topics given by representatives from the University of Pittsburgh, Mikro Systems, and MAG IAS. Sustainable Manufacturing Topics were covered in Track four, given by representatives of Global Environmental Management Initiative, U.S. Air Force Research Lab, and U.S. Army-ARDEC.

Wrapping up the day's events was an evening reception that offered additional opportunities to network and collaborate. We hope you'll join us at Summit 2012.

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NTMA Safety Award Recipients

NTMA's Annual Safety Award Survey is a facsimile of the OSHA Form 300A, which is a Federal law that requires companies with more than 10 employees to complete and post in their plants February 1-April 30 of the year following the year covered on the form. Eligibility to receive an NTMA Safety Award Certificate is determined by calculating the number of injuries versus the total number of man-hours working in that calendar year.

Top performing companies that received the Award for 2010 are:

AccuRounds, Inc., Avon, MA	Lordon Engineering, Gardena, CA
Alle-Kiski Industries, Inc., Leechburg, PA	Major Tool & Machine, Inc., Indianapolis, IN
Allied Specialty Precision Inc., Mishawaka, IN	Manda Machine Company, Inc., Dallas, TX
Apex Tool & Manufacturing, Inc., Evansville, IN	May Foundry & Machine Company, Salt Lake, UT
Applegate EDM, Inc., Farmers Branch, TX	Mid-Continent Engineering, Inc., Minneapolis, MN
Arundel Machine Tool Company, Inc., Arundel, ME	Moseys Production Machinists, Inc., Anaheim, CA
AWS Industries Inc. dba Tomak Precision, Lebanon, OH	Mountain States Automation, Inc., Englewood, CO
Benda Tool & Model Works, Hercules, CA	Numerical Precision, Inc., Wheeling, IL
BETAR, Inc., Hillsborough, NJ	Obars Machine & Tool Co., Toledo, OH
Bra-Vor Tool & Die Company Inc., Meadville, PA	Overton Industries, Mooresville, IN
C & J Industries Inc., Meadville, PA	Palma Tool & Die Co., Inc., Lancaster, NY
C & R Manufacturing, Inc., Shawnee, KS	Path Technologies, Inc., Painesville, OH
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Solar Atmospheres of California Receives AS9100/ISO 9001:2008 Certification

Solar Atmospheres of California (SCA) is proud to announce the successful completion of the AS9100/ISO 9001:2008 certification – the premium quality system standard for companies operating in the aerospace industry.

The AS9100 quality standard was established in 1999 from the desire of leading businesses and



organizations in the aerospace and defense industries to identify quality suppliers. AS9100 encompasses the entire current version of ISO 9001, as well as specific requirements addressing well-known problems related to the aerospace sector.

SCA's certification is the culmination of a four-month effort that was fast-tracked at the request of several current and prospective customers. With this assessment completed, all of Solar Atmospheres' commercial vacuum heat treating and brazing facilities are now AS9100 registered.

Solar passed its external audit with an accumulated score of 98.86%. The audit was performed by International Standards Authority, Inc. (ISA) from March 30 through April 1, 2011. Certification was awarded on April 11, 2011.

"SCA's near-perfect score under an accelerated schedule is a testament to our strong commitment and dedication to quality. Furthermore, the AS9100 registration supports the goal Solar Atmospheres of California has to increase its business in the aerospace industry," said Solar Atmospheres Director of Quality, Mike Moffit.

"We decided to pursue AS9100 Certification to enhance our Quality System in conjunction with our growing business in the aerospace sector. Our successful certification exemplifies our commitment to continual improvement. We are excited about the growth that this certification will allow and the added confidence that it will provide to our customers," states Derek Dennis, President of Solar Atmospheres of California.

Solar Atmospheres of California specializes in vacuum heat treating, vacuum brazing and vacuum carburizing services. Using state-of-the-art furnace technology, Solar serves over 18 metal working industries including Aerospace, Medical and Power Gen. For more information, visit www.solaratm.com.

NTMA



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NTMA Thanks its 2011 Government Affairs Administrative Fund Donors

NTMA sincerely thanks the following companies and individuals for their generous support of the NTMA Government Affairs Administrative Fund (GAAF)! This fund allows the association to undertake initiatives aimed at educating elected officials on tooling and machining and the industry's priority issues. It also permits NTMA to support a variety of activities to inform and mobilize members, as well as to protect and promote the industry with key lawmakers.

NTMA's Executive Team has taken the lead with this fundraising effort through a phone-calling campaign to members. To date, \$22,750 has been raised.

Please join this list of industry leaders in supporting NTMA's efforts in Washington, D.C., with a contribution to the NTMA GAAF. Corporate or personal funds can be donated. Visit <https://www.metalworkingadvocate.org/donate-ntma.asp> to contribute.

Donors as of May 18, 2011

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In Memoriam

William E. (Ed) Hardman

William Edward (Ed) Hardman, 92, former NTMA Executive Vice President, died of complications from multiple health issues April 19, 2011 at Anne Arundel Medical Center in Annapolis, Maryland.

Mr. Hardman was born in Orange, NJ, and had a long and distinguished career in the metalworking industry. Upon high school graduation Mr. Hardman, an honors student, held a variety of jobs including machinist for the Marlin Firearms Company. At age 23, he enlisted in the U.S. Navy and served as Chief Petty Officer aboard the aircraft carrier U.S.S. Marcus Island in the Pacific during WWII.

After the war, he attended the University of Connecticut and graduated with a Bachelor of Arts Degree in English in 1952. He then began teaching advanced math to machinists at Pratt and Whitney Aircraft in East Hartford, CT. After leaving Pratt and Whitney in 1961, Mr. Hardman assumed the job of Director of Training for Underwood-Olivetti in Hartford, CT. While at Underwood-Olivetti, he wrote his first technical book, *In Plant Training*, which was widely read and utilized in the manufacturing world.

In March of 1964, Mr. Hardman became Director of Training

for the National Tooling and Machining Association. In his first year at NTMA he authored three publications: *Blueprint Reading for Toolmakers*, *Machine Theory*, and *Mathematics for the Machine Trades*. In 1966 he became Executive Vice President of NTMA, a position he held for the next 20 years. Under Mr. Hardman's leadership NTMA grew from an organization of 700 to nearly 4,000 member companies at its peak. He developed and managed the largest and most successful skills training program in the country placing 17,000 previously unemployed persons in skilled jobs nationwide. Mr. Hardman had developed a national reputation for expertise in small business manufacturing and skills training.

Ed Hardman was also known on Capitol Hill as a powerful lobbyist for skills training as well as other programs to assist the growth of the tooling and machining industry. In addition, Ed Hardman was a frequent visitor to the White House in every administration from Johnson to Reagan. In 1966 President Johnson appointed him to a task force to recommend improvements in vocational training. In 1971, at the personal request of President Nixon, Mr. Hardman led a trade mission to the Soviet Union, resulting in considerable business for the tooling and machining industry. In 1974, President Ford appointed him to the Small Business Advisory Committee of the Internal Revenue Service. President Reagan, in 1983, appointed Mr. Hardman to the National Advisory Council on Vocational Education.

He was regarded inside the industry and out as an excellent writer and powerful speaker; an authority on the history of manufacturing and manufacturing techniques in the United States and abroad. He was a tireless advocate for small business manufacturing and skills training in America. He also served on the Board of Directors of the International Special Tooling Association. Mr. Hardman retired from NTMA in 1986. In his honor, NTMA's Board of Trustees established the William E. Hardman Award for Excellence in Training.

Well into his retirement years Mr. Hardman resumed his passion for the written word and authored two works of fiction, *The Bridge* and *Power to Kill*.

Survivors include his wife of 65 years, Yolanda Hardman of Bowie, MD, four children, Dean Hardman, Stevensville, MD, Neill Hardman, Millersville, MD, Lee Hardman, Oldwick, NJ, Bret Hardman, Davidsonville, MD, six grandchildren and four great-grandchildren.

NTMA

Zoi Romanchuk Receives Plaque



Jim McGregor, McGregor Metalworking Companies, presents Zoi Romanchuk, PR Machine Works, with a plaque honoring her for her outstanding service as 2010 Government Affairs Team Chair.



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